



# LOS ANGELES FIRE DEPARTMENT

RALPH M. TERRAZAS  
FIRE CHIEF

September 22, 2020

BOARD OF FIRE COMMISSIONERS  
FILE NO. 20-082

TO: Board of Fire Commissioners

FROM:  Ralph M. Terrazas, Fire Chief

SUBJECT: LOS ANGELES FIRE DEPARTMENT (LAFD) RECRUIT TRAINING  
ACADEMY OVERVIEW – RECRUIT CLASS 2019-2

FINAL ACTION:	<input type="checkbox"/> Approved <input type="checkbox"/> Denied	<input type="checkbox"/> Approved w/Corrections <input type="checkbox"/> Received & Filed	<input type="checkbox"/> Withdrawn <input type="checkbox"/> Other
---------------	--	--	--

## SUMMARY

As requested by the LAFD Board of Fire Commissioners (Commission), the Fire Department is providing a status update relative to information specific to the diversity and retention metrics within the Recruit Training Academy.

This report is prepared in compliance with that direction and specifically addresses the Commission's request for information relative to the current Recruit Class status on or about week 12 of the firefighter instructional process. Recruit Class 2019-2 is currently in the Recruit Training Academy and is scheduled to graduate on Wednesday, October 21, 2020.

## RECOMMENDATION

That the Board:  
Receive and file this report.

## DISCUSSION

In accordance with the Commission's direction, ethnic/gender composition and retention rates from the start of the Academy through end of the basic portion of the Recruit Training Academy were measured and analyzed.

This report is designed to provide detailed information, relevant data and analysis regarding the pre-identified stages of training and their impact on Recruit Class 2019-2 which comprises LAFD's newest firefighters.

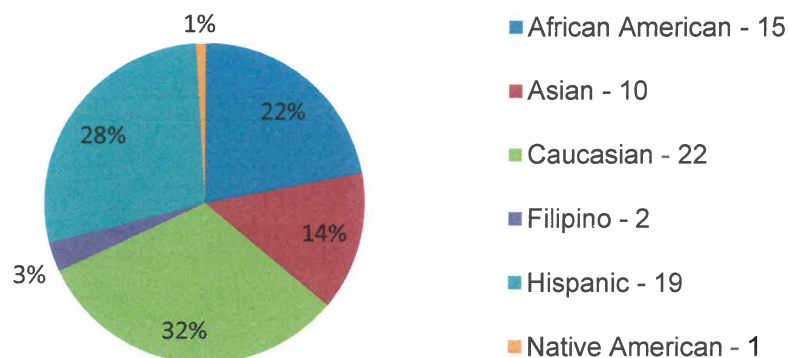
## INITIAL STATUS – RECRUIT CLASS 2019-2

There is currently one Training Academy class in session, Recruit Class 2019-2. Graduation is scheduled for Wednesday, October 21, 2020, and the overall retention statistics will be reported in the Annual Academy Overview Report. Recruit Class 2019-2 began on Tuesday, May 26, 2020, with 59 new hires and 10 reassigned recruits from previous classes. The ethnicity and gender statistics are reflected in the following tables and charts.

**Recruit Class 2019-2 - Ethnicity**

Ethnicity	Raw Numbers	Percentage
African American	15	22%
Asian	10	14%
Caucasian	22	32%
Filipino	2	3%
Hispanic	19	28%
Native American	1	1%
<b>Total</b>	<b>69</b>	<b>100%</b>

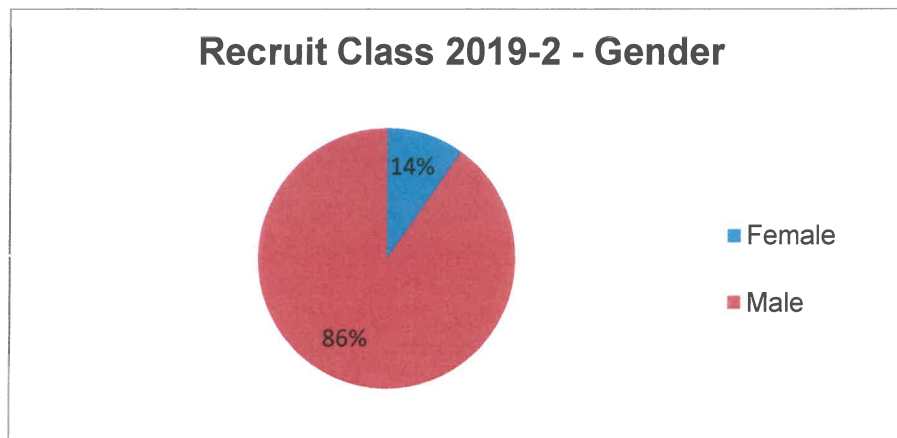
**Recruit Class 2019-2 - Ethnicity**



The following charts and tables reflect the gender and ethnicity data for females hired in Recruit Class 2019-2. Out of the 69 recruits, there were a total of 10 female recruits, of which three were reassigned from Recruit Class 2019-1, two from performance, and one from an injury. Female representation equaled 14% of the Recruit Class.

### Recruit Class 2019-2 - Gender

Gender	Raw Numbers	Percentage
Female	10	14%
Male	59	86%
<b>Total</b>	<b>69</b>	<b>100%</b>



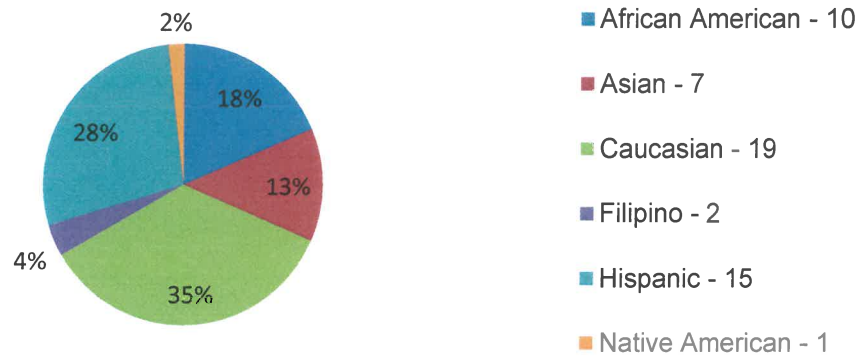
### CURRENT STATUS – RECRUIT CLASS 2019-2 (WEEK 13)

After the conclusion of week 13; basic hose lay, ladder instruction, and Emergency Medical Technician evaluations have been completed. Although the number of recruits has been lessened, the ethnicity of the class remains diverse, consistent and comparable to the start of the Recruit Class. The following tables and charts reflect the breakdown of Recruit Class 2019-2 at the end of the “basic” portion of the Training Academy.

### Recruit Class 2019-2 - Ethnicity Week 13

Ethnicity	Raw Numbers	Percentage
African American	10	18%
Asian	7	13%
Caucasian	19	35%
Filipino	2	4%
Hispanic	15	28%
Native American	1	2%
<b>Total</b>	<b>54</b>	<b>100%</b>

### Recruit Class 2019-2 - Ethnicity Week 13

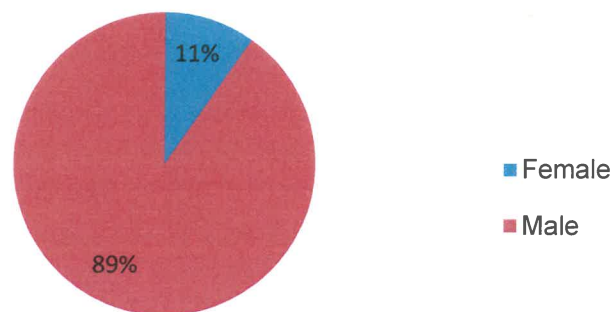


Ten female recruits began Recruit Class 2019-2. After the basic portion of the Training Academy, there are now a total of 6 remaining. One was reassigned to the next Academy class, two were injured and one resigned.

### Recruit Class 2019-2 – Gender Week 13

Gender	Raw Numbers	Percentage
Female	6	11%
Male	48	89%
Total	54	100%

### Recruit Class 2019-2 - Gender Week 13



## SEPARATION STATUS

Recruit Class 2019-2 started with 69 total recruit firefighters. After the completion of basic training (week 13) there are 54 remaining in the class. A total of 15 recruits have separated from Recruit Class 2019-2. Seven recruits have been reassigned to the next Training Academy, six recruits have resigned, and two recruits were injured and will be reassigned to a future class. The following chart includes an ethnic and gender representation of the recruit separations.

Separations - Recruit Class 2019-2				
	Recruit Firefighters	Recruit Class	Status	Reason
1	Female African American	2019-2	Reassigned	Performance
2	Male African American	2019-2	Reassigned	Performance
3	Male Hispanic	2019-2	Reassigned	Performance
4	Male Caucasian	2019-2	Reassigned	Performance
5	Male African American	2019-2	Reassigned	Performance
6	Male Asian	2019-2	Reassigned	Performance
7	Male African American	2019-2	Reassigned	Performance
8	Male Caucasian	2019-2	Resigned	Left for LA County Fire Dept.
9	Male Asian	2019-2	Resigned	Performance
10	Male African American	2019-2	Resigned	Performance
11	Male Caucasian	2019-2	Resigned	Personal Reasons
12	Male African American	2019-2	Resigned	Personal Reasons
13	Female Hispanic	2019-2	Resigned	Personal Reasons
14	Female Hispanic	2019-2	Injured	Reassigned after Return to Duty
15	Female Hispanic	2019-2	Injured	Reassigned after Return to Duty

## OVERALL ANALYSIS

The Academy is currently comprised of 22 weeks of academic and manipulative instruction. The program is divided into two parts which include Basic Instruction and Advanced Practical Application Training.

The Basic Instruction segment of the academy (week 1-13) teaches the recruits the fundamental skills of personal protective equipment, ladders, hose lays, tools and equipment, and emergency medical skills.

The Practical Training - Advanced (week 14-20) mirrors field activities in scope and intensity. This stage of the academy focuses on teaching the recruit how to apply basic psychomotor and cognitive skills they have learned in Basic Training to realistic fire-ground operations. During the advanced training there is also a demonstration of strength and stamina which is necessary for recruits to perform at a basic firefighter level in the field. The last two weeks (week 21-22) of the Academy focuses on the comprehensive examinations for State Firefighter Certification.

In further reviewing separations due to injury relative to Recruit Class 2019-2, the injury rate is 2.9%. In comparing the 2019 Academy Report, separations due to injury were 6%. This decreased rate can be attributed to Functional Movement Screening (FMS) and the Candidate Assistance Program (CAP). The Recruit Services Section messaged each candidate after an official job offer was extended and invited each newly selected candidate to specialized CAP sessions for Recruit Class 2019-2.

Furthermore, the Department's Wellness and Injury Prevention Coordinator, Captain Brian Hammond has provided specialized training to the Training Academy Wellness Subject Matter Experts (SME) on using a Recruit's FMS score to develop individual corrective exercises and movements. All of these beneficial measures have been uploaded to the Learning Management System-Resource One website enabling the recruit with 24-hour access to the information.

## **CONCLUSION**

The Recruit Services Section will continue to support the Department's goals to identify methods and adopt recommendations to improve retention of recruit and probationary firefighters.

All Department staff of the Training and Support Bureau share a profound sense of why the team exists and is invested in accomplishing its mission and goals.

Board report prepared by Steven Skelly, Battalion Chief, Recruit Services Section.